

Update on Vision and Values



Director Patricia L. Caruso addresses a meeting of the Vision and Values Action Committee

In an effort to address concerns and issues raised during last year's Vision and Values program, a Vision and Values Action Committee was created by DOC Director Patricia L. Caruso.

This committee represents all bureaus and a variety of classifications, ranging from corrections officer to administrator. It is charged with rewriting the department's statement of purpose which contains the MDOC vision and mission statements. In addition, the committee is developing action plans in response to staff input received at the Vision and Values sessions.

By early March, the Vision and Values Action Committee will contact every department employee with an input request. This input request will outline the main

concerns expressed during the initial vision and values program.

The purpose of this input request is to identify the steps that corrections employees think should be taken to address those concerns. The responses will drive changes within the department. Liaisons will be designated at each worksite to answer questions and assist with the process.

Once responses have been compiled and analyzed, the committee will make recommendations to the director.

"I encourage each and every staff member to take the time to complete the input request," said Director Caruso. "Everyone has an opinion about how things in this department can be improved. This is your opportunity to contribute your ideas."

Contact the Vision and Values Action Committee co-chairs Steve DeBor at (517) 373-3255, Darlene Schimmel at (810) 760-2691 or Ray Wolfe at (616) 527-9775 with any questions or concerns. **F.Y.J.**

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Forensic Security Aides conversion class graduates



From left: Lt. Rick Emery, DeMarse Training Academy; Deputy Director Dennis Straub; C/O Daniel Bowe and Warden Susan Davis.



First Platoon Forensic Security Aides Conversion Class

Forensic Security Aides moving from the Department of Community Health to the MDOC's Huron Valley Complex have completed their Corrections Officer training and will be joining corrections staff at the revamped facility.

"These officers are bringing with them valuable experience in dealing with some of our most challenging prisoners," said Warden Susan Davis.

Two of the three classes have graduated 136 officers. Approximately 82 additional officers will complete training at the end of March. *F.Y.I.*

Boyer Road building trades build train for park

The Building Trades class at Boyer Road Correctional Facility (OTF) built a playground train for the municipality of Carson City.

Bruce Aldrich, building trades instructor at OTF supervised the construction. Lumber and other materials were supplied by the city. The individual pieces were prepared in the school wood shop and the train cars were then assembled outside the school. City workers picked up the train in December and will place it in their city park in the spring.

In addition to the train project, the class built wooden toys from scraps of lumber. The toys were donated to a local charity and were used as Christmas presents for children in the area.

"Students in the trades class did an excellent job building the train," said Aldrich. "This valuable building trades program serves the community in two ways. The children will get to enjoy some playground equipment and our prisoners receive vocational training that will help them make a successful transition to the community when they are released." *F.Y.I.*



NGA launches Web site highlighting re-entry initiatives

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he National Governors Association (NGA) and NGA Center for Best Practices has launched a new Web site highlighting the best ideas and innovations each state has to offer on managing the multitude of challenges inherent in running state programs.

Located at www.nga.org/center, the NGA Center uses surveys and a slew of online and printed reports in an effort to share this valuable information. One of the newest sections of the NGA site is the coverage of prisoner re-entry initiatives www.nga.org/center/reentry. The material focuses on one of the most important aspects of any re-entry program which is working to improve the likelihood that returning prisoners will not commit future crimes.

Michigan is a part of one of the major highlights of the new re-entry section, The Re-entry Policy Academy. This seven-state academy, supported by the NGA, assists with the development of statewide strategic action plans that coordinate services across agencies and improve re-entry outcomes.

“Michigan was chosen to be a part of this program because of our clearly articulated commitment to improve our system of prisoner preparation, parole decision-making and parole supervision,” said Director Patricia L. Caruso. “The overall goal of the Michigan Prisoner Re-entry Initiative (MPRI) is to reduce Michigan’s costly recidivism rate.”

The answer to increasing successful offender release is clear. The primary differences between the offenders who return and the offenders who successfully complete their parole relate to their involvement in post-release services such as substance abuse treatment, physical and mental health services, job placement and vocational training, and educational programs. These post-release services are closely associated with reduced recidivism, reduced alcohol and other drug relapse rates, and other measures of positive outcomes.

At the heart of Michigan’s approach is the Transition Accountability Plan that is prepared for each inmate during the prison intake process. It ensures a seamless system of services for the offender that are essential for a successful transition.

“Michigan cannot afford to build its way out of the growing inmate population,” said Director Caruso. “We must initiate practices that can reduce recidivism.”

Michigan spends \$1.7 billion to operate the Department of Corrections (DOC). The DOC’s budget accounts for eight percent of total state spending and about 17 percent of the state’s general funds. Incarceration for the state’s lowest security inmates costs \$21,000 per year per inmate. Of the approximately 9,000 inmates paroled, more than 1,600 will have their parole revoked and be returned to prison within just 12 months of release and at least 3,900 offenders will return to prison within two years.

If Michigan can reduce the 48 percent recidivism rate for offenders, it can reduce the prison population and end the spiraling costs of the state’s prison system. The cost of 4,000 offenders returning to prison every two years is expensive. Each cycle costs \$224 million dollars per year, assuming a two-year length of stay.

Most importantly, lowering Michigan’s recidivism rate will create safer communities for the citizens of Michigan.

Michigan is not alone in its attempt to halt the escalating recidivism problem. It is a challenge faced by states across the U.S.

According to the NGA Re-entry Web site, a total of 600,000 inmates are released from state prisons each year and 67 percent will be rearrested and 52 percent will be re-incarcerated within three years. In 2004, states spent an estimated \$40.7 billion on corrections. *J.Y.J.*

Parolee Statistics

- Each year, more than 10,000 inmates are released from Michigan’s 50,000-bed prison system.
- The majority of offenders (86 percent or about 9,000) are released under parole supervision.
- 18 percent (over 1,600) of those paroled will have their parole revoked and be returned to prison within just 12 months of release.
- Approximately 48 percent (at least 3,900 offenders) will return to prison within two years.

EVTE works to advance re-entry



Crucial to the success of the Michigan Prisoner Re-entry Initiative (MPRI) is the DOC's career and technical education (CTE) programs and the training and job skills that prisoners receive while in the programs. Working closely with DOC education staff is the Education, Vocational Training and Employment (EVTE) committee, a part of the re-entry initiative focusing on the skills needed for successful employment upon release.

The EVTE committee members include representatives from the Department of Labor and Economic Growth (DLEG), Michigan Works, DOC, and a number of non-profit agencies. Julie DeRose, DOC Education Manager, co-chairs the committee along with school principal Kit Spring, Kinross and Hiawatha facilities, and Yvette Harris from DLEG.

"Michele Dick, School Principal at Huron Valley is the recorder for the group," said DeRose. This is a tough and time-consuming job and she has done outstanding work at not only recording meetings but helping to keep us focused."

The group has identified and received \$100,000 in grant funds toward the advancement of the MPRI. The committee's accomplishments include work on the development of a prisoner portfolio, approval of the standardized pre-release program that has been rolled out department wide and the development of an initial Transition Accountability Plan (TAP) and Case Plan.

The EVTE group paid a site visit to Henry Ford Community College recently and as a result of that visit, the department's career and vocational education curriculum committee was able to arrange for some CTE professional development training for auto mechanics, auto body, welding and machine tool instructors.

At the training, trades instructor John Fillinger spoke with Henry Ford staff about the possibility of obtaining a car for training purposes. As a result of Fillinger's initiative, WCF received a 1994 Ford Contour to replace the 17-year-old car that students had been using for training.

"The new car provides students with the opportunity to work on updated computer modules," said Fillinger.

Community support is essential to the success of the MPRI and the joint efforts of the college and the MDOC is a prime example of that support.

"This is an excellent example of a positive community connection," said Julie DeRose. "Our CTE staff received some outstanding training and managed to secure a new training tool as well." *J.Y.J.*

RUO uses department training

On January 22, 2005, Resident Unit Officer Jeffrey Jameson, Ionia Maximum Correctional Facility, was supervising the evening meal of the Level V general population prisoners in Housing Unit three. RUO Jameson was alerted by a prisoner that another prisoner was choking on some food. RUO Jameson responded with the Heimlich maneuver clearing the prisoner's airway.

"By remaining calm, taking immediate action and utilizing his training, RUO Jameson quickly brought the situation under control," said Warden Willie Smith. "This prevented the situation from becoming critical and in fact may have saved the prisoner's life. RUO Jameson should be commended for his actions." *J.Y.J.*

Minority Advisory Panel takes to the road

The Michigan Department of Corrections' Minority Advisory Panel (MAP) recently addressed a joint meeting of the Executive Policy Team and Administrative Management Team to outline their newest goals and highlight the panel's latest accomplishments.

MAP is open to all department employees. Its mission is threefold: to advocate for a diverse workforce, by proactively seeking representation at all levels within the MDOC; to positively impact working conditions and practices; and to promote a healthy work environment in which professional growth and development will be encouraged and flourish.

Director Patricia L. Caruso is a firm advocate of diversity within the workplace.

"We are corrections professionals and that is our first identity," said Director Caruso. "We need to build more bridges among staff and find more opportunities for all those in the department who are interested in advancing."

Since August 1993, MAP has been working with the director and department management toward greater diversity and parity within the department.

Currently MAP is involved with a department-wide mentoring program; recruitment and retention strategies to promote diversity in hard-to-recruit areas; recommendations to the director on diversity issues and the development of a race and gender diverse workplace.

MAP will soon be scheduling presentations at locations around the state to explain their program and outline the training and career guidance that they have available.

MAP also offers scholarships for training opportunities. Information on the scholarships, which are open to anyone in the department, is available from Nannette Norwood, MAP President, (616) 527-6331 ext. 234.

"MAP is open to everyone, and I encourage staff to take advantage of their opportunities for career assistance," said Deputy Director Barry McLemore.

MAP will be launching a Web site soon. *F.Y.I.*

Ready to take the plunge?

The Lansing area's first Law Enforcement Torch Run for Special Olympics Polar Bear Plunge is right around the corner. You can join the plungers or the spectators on March 6, 2005, at the Hawks Island Ingham County Park on Cavanaugh Road in Lansing. The after plunge party is scheduled for Leo's Lodge on Jolly Road. Call 800-644-6404 with questions. Download a registration form from the Polar Plunge Web site at <http://plungelansing.kintera.org>.

Polar Plunges are also scheduled for the Muskegon area on February 19, 11:00 a.m. and in Belleville on February 26, at 10:30 a.m.

A Marquette location and date is still being determined. Registration forms and details are available at www.somi.org/polarplunge. *F.Y.I.*

Torch run volunteers earn kudos



From left: Laura Keiser, Central Route Team co-captain, and Kathy Pittelkow, RGC Team captain, with their third-place award.

Charles E. Egeler Reception and Guidance Center employees, Kathy Pittelkow (RGC Team captain) and Laura Keiser (Central Route Team co-captain), were recognized as the third-highest fundraising agency in the state at the Law Enforcement Torch Run thank-you banquet held at the Sheraton Lansing Hotel.

The group raised \$15,976 in 2004. The money came from a basketball tournament, multiple employee cook-outs, casual days, raffle tickets, t-shirt sales, runner/walker registrations and volunteering at Cops and Lobsters and the Michigan International Speedway.

The top three MDOC agencies for 2004 were:

1. Charles E. Egeler Reception and Guidance Center with \$15,976.
2. Saginaw Correctional Facility with \$13,721.
3. Wayne County Probation with \$12,680.

The 2004 Law Enforcement Torch Run raised \$307,000 for Special Olympics Michigan. [f.y.i.](#)

Pugsley staff aids victims



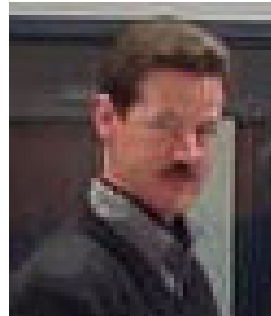
C/O Brett Mille



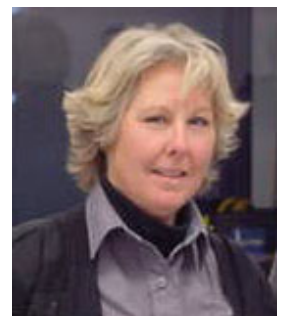
RUO Bonnie Hubbard



C/O Robert Stahl



C/O Stan Crisp



C/O Melody Teunis

Five Pugsley Correctional Facility staff members received Life Saving and Valor Awards for their life-saving efforts following a serious vehicle accident last fall. C/O Stan Crisp and C/O Brett Mille received Life Saving Awards and C/O Robert Stahl, RUO Bonnie Hubbard and C/O Melody Teunis were presented with Valor Awards from RPA James MacMeekin. [f.y.i.](#)

Promotions through January 29, 2005

Date	Name	Position	Location
Jan. 2	RIDGEWAY RODNEY	BUILDING TRADES CREW LDR	EGELER FACILITY
	WOLFE KATHRINE	DEPARTMENTAL SUPERVISOR-3	EGELER FACILITY
	HIATT ROBERT L	MAINTENANCE MECHANIC-A	RIVERSIDE FACILITY
	BEEDELL LORINDA M	PAROLE/PROBATION OFFICER-E	FIELD OP REGION III
	SUAREZ CEF	PSYCHOLOGIST MANAGER-2	MID-MICHIGAN FACILITY
	HASKE MICHAEL G	RESIDENT UNIT MANAGER-2	OAKS FACILITY
	HANSEN CHRIS M	RESIDENT UNIT OFFICER-E	BELLAMY CREEK FACILITY
	VANELLS KENNETH	STATE TRANSITIONAL PROFSNL-E	FIELD OP REGION III
	CLARK EDWARD R	CORRECTIONS SHIFT SUPV-3	MUSKEGON FACILITY
	BROWN PHYLIS S	RESIDENT UNIT MANAGER-2	MUSKEGON FACILITY
Jan. 16	PIERREL MATTHEW J	CORRECTIONS OFFICER-E	SCOTT FACILITY
	WILSON STANTON D	CORRECTIONS OFFICER-E	SCOTT FACILITY
	WILSON THESIA D	CORRECTIONS OFFICER-E	SCOTT FACILITY
	WHALEN JOSEPH L	CORRECTIONS SHIFT SUPV-2	NEWBERRY FACILITY
	WILCOX JEFFERY M	CORRECTIONS SHIFT SUPV-2	KINROSS/HIAWATHA
	JONES ORA L	CORRECTIONS SHIFT SUPV-3	THUMB FACILITY
	SCHNEIDER PHILIP	CORRECTIONS SHIFT SUPV-3	BELLAMY CREEK FACILITY
	BEASLEY BARBARA L	DEPARTMENTAL SUPERVISOR-2	ADRIAN/GUS HARRISON
	EIKEY STEPHANIE A	DEPARTMENTAL TECH-E FZN	CENTRAL OFFICE
	KORBECKI DONALD	DEPARTMENTAL TECH-E FZN	CENTRAL OFFICE
	MULLIGAN ROBERT	FOOD SERVICES LDR PRISONER	EGELER FACILITY
	POWELL BETSY L	PERSONNEL MGMT TECH-A	CENTRAL OFFICE
	STEVENS BETHANY	REGISTERED NURSE MANAGER-4	MACOMB FACILITY
	ALECK THOMAS D	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	ANDREWS STELLA S	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	DREISBACH ROBERT	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	LUKE TERRIL	RESIDENT UNIT OFFICER-E	ALGER MAX SECURITY
	MANDY DARNELL J	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	MAYFIELD KEVIN L	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	PISARSKI SHANNON	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	WALLISON JOSEPH	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	WRIGHT MICHELLE J	RESIDENT UNIT OFFICER-E	MACOMB FACILITY
	FROST KELLY R	SECRETARY-A	CENTRAL OFFICE

Having trouble opening your 3.4.1.?

Since the latest GroupWise upgrade, some folks have been having trouble viewing their 3.4.1. If you have experienced problems, try changing your options to the following settings.

In your GroupWise go to:

1. Tools/Options/Environment/Default Actions
2. Under *File Attachments* select *Open Attachment* and under *Message Attachments* select *Open in New Window* and click OK.

This change should allow your 3.4.1. to open to full size.

Are you concerned about your eating habits?

by David Ware, Employee Service Program



Since its inception in 2002, more than 1,300 employees have utilized the State of Michigan's confidential Interactive Screening Program to find answers to their questions about eating disorders. According to the National Institute of Mental Health, up to 16 million Americans are affected by an eating disorder, with up to 10 percent of cases resulting in death from various medical complications that eventually develop. Simply put, the earlier someone suffering from an eating disorder receives treatment, the more likely they

are to survive.

There are three main types of eating disorders:

- Anorexia Nervosa is characterized by an intense fear of gaining weight, self-starvation, loss of menstrual periods, distorted perception of body shape or size and a body weight that is 15 percent below normal. Anorexia has the highest mortality rate of any psychiatric illness.
- Bulimia Nervosa is characterized by binges (out of control eating of large quantities at one sitting), purges (getting rid of food by using laxatives, vomiting or obsessive exercise) and fear of gaining weight. Bulimia Nervosa can cause serious damage to the entire digestive tract and may result in sudden and serious blood loss.
- Binge Eating Disorder is characterized by episodes of binge eating but without the purging behavior of bulimia. Binge eating increases the risk of diabetes, hypertension and stroke.

According to an article published by the National Women's Health Resource Center, "The eating disorder serves a purpose. It becomes a kind of companion. It's hard to let it go." For example, a man or woman with anorexia is so fearful of gaining weight that severely restricting food intake, even with the serious medical risks of doing so seems to them to be the better choice. Binging is often a source of comfort for a person who is struggling with significant emotional pain and purging can help resolve the feelings of guilt associated with binging.

Effective treatment, therefore, includes helping the person with an eating disorder discover healthier ways to meet their needs. With treatment, the anorexic learns that it is possible to remain trim while maintaining a healthy routine of diet and exercise. A binger discovers new ways to meet emotional needs. Regardless of the type of eating disorder, investing in treatment services is not only a life-saver, it is also the beginning of a new and more rewarding life.

If you are concerned that your eating may not be healthy and you would like further information, please utilize the services of the Employee Service Program. You can take a free, anonymous screening for eating disorders by going online at www.mentalhealthscreening.org/screening (keyword: espmi). You will receive immediate information if your answers are consistent with the presence of an eating disorder, and you will also be informed about how to obtain treatment services. If you would prefer to discuss your concerns in person, you may also contact the Employee Service Program to arrange a confidential, individual consultation.

You may also visit the Employee Service Program's website, www.michigan.gov/esp, for more information about our services. *J.Y.J.*

MPRI Second Annual Conference to be held April 1, 2005

The Michigan Prisoner Re-entry Initiative (MPRI) Second Annual Conference for policy makers, practitioners and implementation planners will take place on April 1, 2005 at the Kellogg Hotel and Conference Center, Michigan State University, South Harrison Road in East Lansing. For more information, visit the Re-entry Web page at www.michigan.gov/corrections/reentry.